



EMPLOYMENT TRIBUNALS

Claimant: Mr Jake Plant

Respondent: Thao One Limited

Heard at: East London Hearing Centre by Cloud Video Platform

On: 5 December 2025

Before: Employment Judge Barrett

Representation

Claimant: Represented himself

Respondent: Did not attend and was not represented

JUDGMENT

1. The claim was presented in the East London Employment Tribunal on 8 July 2025 following early conciliation between 2 May and 12 June 2025. The Respondent has failed to present a valid response on time.
2. A determination can properly be made of the claim in accordance with rule 22 of the Rules of Procedure.
3. The Respondent has made unauthorised deductions from the Claimant's wages in the period of 1 to 30 April 2025 and must pay the claimant £4,883, which is the gross sum deducted.
4. The Respondent has failed to pay the Claimant's holiday entitlement and must pay the claimant £1,060, again gross.
5. The Claimant is responsible for the payment of any tax or National Insurance.

6. The Respondent must pay the Claimant **£5,643** in total.

Approved by:
Employment Judge Barrett
Dated: 5 December 2025